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POLICY STATEMENT

EQUALITIES, DIVERSITY & INCLUSION (EDI)

SCHEME

APPROVED BY GOVERNORS	November 2023
TO BE REVIEWED BY	November 2024

FAIRLANDS PRIMARY SCHOOL
EQUALITIES, DIVERSITY & INCLUSION (EDI) SCHEME

MISSION STATEMENT

At Fairlands Primary School, our vision is to provide a secure, happy, and stimulating environment for all, where extended learning opportunities are provided to develop emotionally, socially and intellectually.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers receiving services from the school, irrespective of the **protected characteristics** of age; disability; gender; gender reassignment; marriage and civil partnership; pregnancy & maternity; race; religion and belief; sexual orientation.

We aim to develop a culture of equality, diversity, and inclusion in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We aim to make Fairlands Primary School a place where there are '**No Outsiders**' - everyone belongs to our school community.

SCHOOL CONTEXT

The proportion of disadvantaged pupils is (32%) is well above average.

19 pupils have an education, health and care plan or a statement of special educational need, with a further twelve applications in process.

The proportion of pupils who receive SEN support (26%) is well above national averages. Their needs mainly relate to specific learning difficulties, moderate learning difficulties, social, emotional, and mental health needs or speech, language and communication needs.

The proportion of pupils who speak English as an additional language (24%) is higher than the national average. 44 different languages are spoken – 3% of the school population have Polish as their first language, and another 3% speak Bengali.

The proportion of pupils who are from minority ethnic groups (32%) is in line with national.

21% of children identify as belonging to a Christian denomination, 7% identify as Muslim and 57% identify themselves as having no religious persuasion.

There are currently two children looked after

ADMISSIONS AND EXCLUSIONS

Our admissions arrangements are fair and transparent, and do not discriminate on any protected characteristic. Admissions to the school are coordinated by the local governing body and monitored by the board of our multi-academy trust, The Claxton Trust.

Exclusions will always follow the policy as agreed by the board of the trust. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

EQUAL OPPORTUNITIES FOR EMPLOYEES

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All appointments and promotions are made based on merit and ability and in compliance with the law. However, we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

As an employer, we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are overtly considered when appointing staff or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- monitoring recruitment and retention
- continued professional development opportunities for all staff
- leadership commitment to equality of opportunity for all
- frequent review of key policies including Harassment & Bullying; Grievance; Whistleblowing; Code of Conduct

EQUALITY AND THE LAW

Protected Characteristics

The Equality Act 2010 protects all members of our community from discrimination and harassment based on the following protected characteristics:

- age
- disability
- sex
- gender reassignment
- marriage and civil partnership
- pregnancy, maternity & paternity
- race
- religion and belief
- sexual orientation

This school is also committed to protect all members of our community from discrimination and harassment based on these additional characteristics:

- socio-economic disadvantage
- physical appearance

Age

We are committed to ensuring that individuals in our community are not discriminated against by reference to age, whether by reference to a particular age or to a range of ages.

Disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- people with HIV, multiple sclerosis, and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities
- Section 18 has been amended so that individuals with a mental illness no longer must demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse impact on his/her ability to carry out normal day-to-day activities

The Disability Discrimination Act (DDA) 2005 placed a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- promoting equality of opportunity between disabled people and other people
- eliminating discrimination and harassment of disabled people that is related to their disability
- promoting positive attitudes towards disabled people
- encouraging participation in public life by disabled people
- taking steps to meet disabled people's needs, even if this requires more favourable treatment

Under our specific duty, we will:

- prepare and publish this equality scheme which covers the requirements for a disability equality scheme, identifying our disability equality goals and actions to meet them
- review and revise this scheme every three years

Sex

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

Under our general duty, we will actively seek to:

- eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment
- promote equality between men and women, boys and girls, and transgender people.

Under our specific duty, we will:

- prepare and publish this equality scheme which covers the requirements for a gender equality scheme, identifying our gender equality goals and actions to meet them
- review and revise this scheme every three years.

Resources are chosen that have positive role models in terms of both sexes with no stereotypes. All staff throughout the school, and governors, provide strong role models for both sexes. Pupils can attend all clubs, regardless of gender.

Marriage and civil partnership

We are committed to ensuring that no member of our community, should be discriminated against on the grounds of their marital status, be they unmarried; married or in a civil partnership. This commitment relates predominantly to employees in our school.

Pregnancy, maternity & paternity

We are committed to ensuring that no member of our community, should be discriminated against on the grounds of being pregnant, or a mother or father. This commitment relates predominantly to employees in our school.

Gender Reassignment

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. A transsexual person is a person who has the protected characteristic of gender reassignment.

We are committed to ensuring that transsexual members of our community are welcomed actively and do not experience discrimination within our school environment.

Race

Our approach reflects the general and specific duties of schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

The general race equality duty requires us to have due regard to the need to:

- eliminate racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups
- promote positive attitudes, language, and behaviour amongst pupils, in and outside the classroom
- create an environment where no one should experience racial harassment, whether directed at them or at others
- provide a curriculum with culturally diverse aspects to reflect the diversity of the school population.

Under our specific duty, we will:

- prepare this equality scheme, which reflects our written policy for race equality
- assess the impact of our policies, including the equalities plan, on pupils, staff and parents by ethnicity including the achievement levels of these pupils
- monitor the impact our plans and policies have on such pupils, staff, parents, and carers towards raising the achievement of minority ethnic groups

Religion and Belief:

In accordance with the law, we hold a daily collective act of worship which is of a broadly Christian ethos, through our assemblies In Key Stage 1 and 2, linked to our values education approach. We encourage visitors to join us and lead us in our assemblies, including local religious leaders. The aim of our assemblies is to encourage children to develop positive attitudes to themselves and others. Children in the early years engage in our values education approach in age-appropriate ways.

We expect all children to attend assembly. However, parents can request permission for their child to be excused from attending religious worship and the school will make alternative arrangements for the supervision of the child during the period concerned. Parents do not have to explain or give reasons for this. This complies with the 1944 Education Act and was restated in the 1988 Education Reform Act.

Children and staff are permitted to wear jewellery on religious grounds, such as a small object of religious significance. We also permit children to wear head scarves.

Sexual Orientation

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination on grounds of sexual orientation unlawful in the provision of goods, facilities and services. For schools, this means admissions, benefits and services for pupils and treatment of all employees and members of the school community.

Under our general duty, we will actively seek to:

- eliminate unlawful discrimination and harassment on grounds of sexual orientation
- make sure that we do not discriminate in delivering any part of the school curriculum or extra-curricular activities.
- provide appropriate care and support for young people with their emerging identity

Socio-economic disadvantage

We are committed to ensuring that no member of our community, should be discriminated against on the grounds of being socio-economic disadvantaged.

Physical appearance

We are committed to ensuring that no member of our community, should be discriminated against on the grounds of their physical appearance.

ROLES AND RESPONSIBILITIES

The local governing body:

- setting a vision that no individual is discriminated against whilst in our school because of any protected characteristic
- ensuring that the school is fully inclusive to pupils, and responsive to their needs based on the protected characteristics.
- ensuring that people are not discriminated against when applying for jobs at our school on grounds of any protected characteristic
- taking all reasonable steps to ensure that the school environment gives access to people with disabilities and striving to make school communications as inclusive as possible for parents, carers and pupils.
- providing appropriate role models for the school community
- ensuring a consistent response to discriminatory incidents and concerns

The headship team - the headteacher and deputy headteachers in each phase:

- being the Designated Equalities Lead within their department
- initiating and overseeing the development and regular review of equality policies and procedures.
- implementing the school's equality scheme; ensuring that all staff are aware of its contents and that policy is applied fairly in all situations.
- ensuring that staff are trained as necessary
- ensuring that all appointment panels give due regard to this scheme, so that no-one is discriminated against when it comes to employment or training opportunities.
- promoting the principle of equal opportunity when developing the curriculum
- promoting respect for other people and equal opportunities to participate in all aspects of school life
- treating all discriminatory incidents and concerns with due seriousness
- reporting to governors
- consulting pupils, staff and stakeholders in the development and review of the policies.
- providing appropriate role models for the school community
- ensuring a consistent response to discriminatory incidents and concerns

All staff:

- ensuring that all pupils are treated fairly, equally and with respect
- maintaining awareness of the school's equality scheme
- striving to provide material that gives positive images based on all protected characteristics
- challenging stereotypical or discriminatory images
- challenging any incidents of prejudice, racism or homophobia – not to be a 'bystander'
- reporting and recording any discriminatory incidents and concerns, drawing them to the attention of the Designated Equalities Lead
- contributing to consultations and reviews, raising issues with line managers which could contribute to policy review and development.
- providing appropriate role models for the school community

RESPONDING TO INCIDENTS OF DISCRIMINATION

Discrimination because of any protected characteristic is unacceptable and is not tolerated within the school environment.

What is a discriminatory incident?

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

At Fairlands, we extend this definition and define **all discriminatory behaviour** as '**any incident which is perceived to be discriminatory by the victim or any other person**'.

Discrimination can take many forms. We classify discriminatory behaviour under three main headings: **PHYSICAL, VERBAL, and INDIRECT.**

DISCRIMINATION		
PHYSICAL	VERBAL	INDIRECT

		<i>'involves attacking the relationships of people and hurting the self-esteem, without making first-hand contact'</i>	
		Emotional	Cyber
physical assault against a person or group because of a protected characteristic	verbal abuse and threats linked to protected characteristics	Wearing of badges or symbols belonging to known discriminatory organisations	discriminatory behaviour when online mobile threats by text messaging & calls misuse of technology to access or disseminate discriminatory material
any use of physical violence as an expression of discrimination	discriminatory comments	discriminatory graffiti	
	use of derogatory names, insults, taunts and gestures	distributing discriminatory literature	
	teasing	excluding	
	inappropriate and hurtful humour – often disguised as 'banter'	tormenting (e.g. hiding property)	
	ridicule of difference	incitement of others to discriminate or bully due to victim's protected characteristics	
		attempts to recruit others to discriminatory organisations and groups	
		refusal to co-operate with other people on grounds of a protected characteristic	

CONCERNS ABOUT DISCRIMINATION

A child may indicate by signs or behaviour that he or she is experiencing discrimination. Adults should be aware of these possible signs and that they should proactively investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive, or unreasonable
- is bullying other children or siblings

- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

REPORTING INCIDENTS OR CONCERNS

Any discriminatory incident or concern needs to be taken seriously and responded to appropriately.

All staff are expected to respond to any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

All incidents must be recorded on CPOMS, and the Designated Equalities Lead within the department must be alerted.

The record must include:

- the date
- the names and ethnicity of the perpetrators and victims
- the name of the reporting individual
- the nature of the incident
- action taken in response
- categorised with the 'discrimination' lozenge & appropriate sub-category

RESPONDING TO INCIDENTS

In responding to discriminatory incidents and concerns, the Designated Equalities Lead will aim to:

provide appropriate support to pupils and adults who have experienced discrimination
 implement appropriate consequences for discriminatory behaviour
 prevent further discrimination during the investigative process
 re-establish community cohesion across the school

When a Designated Equalities Lead is alerted to an incident or concern, they will:

investigate sensitively and sufficiently to establish accurate details of what has occurred
 make attempts to identify whether there was intent to cause offence:
 where offence was intentional, pupils will be subject to disciplinary procedures.
 where offence was unintentional, pupils will need to understand how offence was caused and be supported to make any changes necessary in their behaviour. A high priority will be placed by the school on resolving any breakdown in relationships and ensuring that pupils can move on positively from the experience.
 identify whether an educational response is required to build wider awareness
 record the outcome on CPOMS
 in the case of serious discriminatory behaviour, refer the incident to the headteacher/chair of governors before determining sanctions

Pupils who have experienced discrimination and their parents will be kept informed throughout the investigation and resolution of the incident.

Adults who have experienced discrimination will be told how the school has sought to address the issue.

THE EDI PLAN

An annual plan is created to give a strategic direction to the development of our equalities, diversity and inclusion practice.

It is a requirement that the development of this plan and the actions within it have been informed by the input of staff, pupils and parents and carers.

We have achieved this by using the following to shape the plan:

- feedback from parent questionnaires and parents' evening
- input from staff surveys or through staff meetings
- feedback from the school council, values education lessons, whole school surveys on children's attitudes to self and school
- issues raised in annual reviews or pupil progress meetings
- feedback at local governing body meetings

REVIEW OF PROGRESS AND IMPACT

The headteacher will monitor the number and type of incidents and report in the headteachers' termly report to the local governing body, for discussion and action when appropriate.

The local governing body will review this policy in line with its annual cycle of review.

In reviewing the effectiveness of this scheme, staff and governors will consider:

- the feelings of victims (and their parents) on the satisfaction of the support received and the resolution of incidents
- the continued good progress and high self-esteem of those who have been offended
- the continued good progress and high self-esteem of those who have caused offence
- whether the action taken successfully prevented repeat incidents
- the willingness of pupils (and parents) to draw their concerns to the attention of staff
- the consistency of response and confidence of all staff in following school policy
- whether good equalities practice is being maintained in the school community
- underlying causes for any rise in numbers of incidents, whether these were preventable and if further action or change in policy and practice is now necessary

Where review indicates that change is needed, policy and practice will be amended as part of the EDI plan.